



GENERAL MANAGER, WATER OPERATIONS

*Deputy Public Works Director,
Maintenance & Operations*

Position Open Until Filled.

First application review: June 26, 2006.

City of Carlsbad
A great place to make
a living. And a life.



THE COMMUNITY

Known as the Village by the Sea, the City of Carlsbad, California is a growing and unique community of 42 square miles in size. Carlsbad is located 30 miles to the north of San Diego and 70 miles to the south of Los Angeles. Despite recent growth, Carlsbad has successfully retained its friendly, small-town charm, thanks in large part to a progressive city plan for managing growth. Balancing economic prosperity with preservation of the environment has been a top priority of city leaders for nearly 20 years. Carlsbad is also recognized for its progressive and stable city government. The City's current population is expected



to grow from 97,000 to 127,800 at build out. The City is approximately 75% built out on residential building and 82% built out on commercial development. Carlsbad is a highly desirable place to live and offers upscale shopping, excellent schools, top rated hotels, a diversified business community and six miles of beautiful smog free coast line.

THE ORGANIZATION

Carlsbad is a city committed to continued financial stability, top quality services for its citizens as well as habitat, environmental and clean water programs. The City is a full service municipality which provides it's own safety services, parks and recreation, library, community development, public works and water and sewer services.

Over the next several years the organization will transition from high growth to a focus on maintaining a sustainable community, and there are a number of high-profile projects currently underway that will have a dramatic impact on our city. These projects include the construction of major city facilities, parks, community centers, and a municipal golf course, as well as involvement in the development of the west coast's largest seawater desalination plant. For more information on the City of Carlsbad Mission, Vision and Values, please visit the City's web site <http://www.carlsbadca.gov/>.

IDEAL CANDIDATE

The ideal candidate will be an experienced, results-oriented leader with a participative management style. He/she should possess exceptional critical thinking and interpersonal skills. The successful applicant will have experience in preparing and implementing a budget, advocating for performance measurement systems, and maintaining preventative maintenance and asset management programs. In addition, the ideal candidate will have an in-depth understanding of the operation and maintenance of potable and recycled water distribution and/or sewer collections systems, and experience in collaborating and partnering on local and regional water issues. While providing leadership and direction to management staff, the General Manager will maintain an environment of continuous improvement and creative problem solving. Identifying and implementing alternative solutions and staff recommendations are key to supporting and expanding on the existing culture of this important division.

Qualified applicants will possess an equivalent to a Bachelor's degree from an accredited college or university in Public Administration, Business Administration, Engineering, or a discipline related to water operations, or a closely related course of study, and five years of increasingly responsible experience involving water and/or sewer operations management with at least three years of supervisory experience. A Master's degree in Public or Business Administration and/or a professional engineer's license is highly desirable.

THE POSITION AND THE DEPARTMENT

The Department of Public Works has a total staff of approximately 200 full-time and 15 part time employees and is comprised of General Services, Engineering, Maintenance and Operations Divisions, Public Works Administration and Environmental Programs. The vacancy is the result of a retirement scheduled for July 2006.

Reporting to the Public Works Director, the General Manager will join a dedicated, service-oriented team where collaboration and leadership are promoted at all levels. Overseeing the area of Maintenance and Operations, the General Manager has authority over 44 staff members employed in the operation and maintenance of the potable and recycled water distribution and sewer collection systems. The position has overall responsibility for policy development, water resources planning, the division's annual budget, administration and operation of all Maintenance and Operations functions, programs and activities. The General Manager will be responsible for accomplishing regional, City and departmental goals and initiatives, as well as development and implementation of long and short-term water resource plans. The General Manager works closely with federal and state agencies regarding the viability of water supplies and frequently represents the City of Carlsbad on regional water-related issues of all dimensions and scope, ensuring compliance regarding the quantity and quality of water provided. Current initiatives in the department include updating telemetry equipment, expanding recycled water programs and considering automated meter reading systems.

THE COMPENSATION

The salary range for the General Manager is \$96,200 to \$137,600 per year. The City also offers an attractive benefits package including:

- **Group Health Insurance**

Several plans are available through the California Public Employees' Retirement system.

- **Retirement**

3% @ 60 plan. The City pays 7% of the employee's retirement contribution to CalPERS in addition to the required employer's contribution.

- **Accidental Death and Dismemberment**

Voluntary program available to any employee who chooses to participate. The City pays 1/3 of the cost and employee pays 2/3 of the premium.

- **Holidays**

11 scheduled holidays per year and one flexible holiday.

- **Vacation**

Vacation hours earned are based on years of continuous service. All employees are entitled to accrue vacation hours up to a maximum of 320 hours.

- **Executive Leave**

56 hours per fiscal year.

- **The City also offers Long Term Disability benefits and Flexible Spending Accounts.**

If you are interested in this outstanding opportunity, please submit your resume to:

City of Carlsbad, Human Resources Department, Attention: Cheri Abbott, 1635 Faraday Ave., Carlsbad, CA 92008

Tel: (760) 602-2440 • Fax: (760) 602-8554 • Email: cabbo@ci.carlsbad.ca.us

Apply online at:

<http://www.carlsbadca.gov/hr/>

POSITION OPEN UNTIL FILLED. FIRST APPLICATION REVIEW: JUNE 26, 2006

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to interview with a recruiter and/or other City staff and participate in a qualifying selection process. Final candidates will be asked to provide references. Please identify any references that may not be contacted until the stage of final candidate approval. Finalist interviews will be held with the City of Carlsbad. Candidates will be advised of the status of the recruitment following selection of the General Manager. If you have any questions, please do not hesitate to call Cheri Abbott at (760) 602-2440. More information on the Public Works Department can be found on the Public Works webpage at www.carlsbadca.gov/publicworks.